

TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE



**FISCAL NOTE**

**HB 637 – SB 1109**

February 14, 2023

**SUMMARY OF BILL:** Establishes that an employer who requires an immunization as a condition of employment or continued employment must grant an exemption from the requirement to an employee who files a written statement of religious objection. Prohibits an employer from taking an adverse action against a person who files a statement of religious objection.

Allows healthcare providers to implement and provide reasonable accommodation measures to a person who files a statement of religious objection in order to protect the safety and health of other persons from communicable diseases. Creates a private right of action against an alleged violator for a person injured as a result of a violation of the proposed legislation.

**FISCAL IMPACT:**

**NOT SIGNIFICANT**

Assumptions:

- Any impact resulting from this legislation is assumed to be borne by private parties to civil actions.
- The proposed legislation will not significantly impact any programs or policies of state or local governments or result in a significant increase in caseloads; therefore, any fiscal impact is estimated to be not significant.

**IMPACT TO COMMERCE:**

**NOT SIGNIFICANT**

Assumption:

- The proposed legislation will not result in any significant impact to jobs or commerce in Tennessee.

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**CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The script is cursive and fluid.

Krista Lee Carsner, Executive Director

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